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UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

LUIS E. GAYTAN, RENE H.
SANCHEZ, and ANDRES
BERNARDINO on behalf of
themselves, and all others similarly
situated,

Plaintiffs,

vs.

BIMBO BAKERIES USA, INC., a
corporation; and DOES 1 through 100,
Inclusive,

Defendants.

Case No. CV 13-8471 MWF (JEMx)

**[PROPOSED] PROTECTIVE ORDER
REGARDING THE
CONFIDENTIALITY OF DISCOVERY
MATERIALS**

1 Pursuant to the Parties' Stipulation request for a Rule 26(c) Protective Order
2 and the Court finding good cause for granting the requested relief, the Court hereby
3 enters the following Protective Order regarding the Confidentiality of Discovery
4 Materials (hereinafter "Protective Order") in the above-titled case:
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6 1. The Parties shall have the right to limit access to any document, data,
7 or information produced in discovery or other item relevant to this litigation,
8 including without limitation, data or documents produced by a party or third third-
9 party, answers to interrogatories, and any portion of deposition testimony or other
10 testimony by a witness, to the counsel for the Parties. Such documents and data
11 include, without limitation, those that contain confidential compensation, benefits,
12 work hours, and other personal information pertaining to putative class members
13 other than the named Plaintiffs.

14 2. Such documents or other tangible items must be designated by
15 conspicuously stamping the words "COUNSEL ONLY" on each page of the
16 designated material or by notifying the other Party in writing of the material to be
17 considered so designated. With regard to testimony, a Party must notify the other
18 parties of the portion of testimony to be designated "COUNSEL ONLY" on the
19 record at the deposition.

20 3. All information and documents designated as "COUNSEL ONLY"
21 shall be used only for the purposes of this action and shall not be used for any other
22 purpose except upon written consent of the designating party or order of the Court.
23 All information, data, and documents produced by Defendant for purposes of
24 mediation shall be designated as "COUNSEL ONLY" without objection by
25 Plaintiffs or their counsel. All information designated as "COUNSEL ONLY" shall
26 be held in confidence and shall not be revealed, discussed, or disclosed in any
27 manner, in any form, to any person or entity other than:
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1 a. the undersigned counsel and attorneys from their respective law
2 firms, in-house counsel for Defendant, and the employees of any of the above
3 counsel to whom it is necessary that the information be disclosed for purposes of
4 this litigation only;

5 b. the Court and its personnel;

6 c. any outside expert or consultant engaged by a Party for the
7 purpose of assisting in this litigation, provided, however, that such outside expert or
8 consultant agrees in writing to comply with the terms of this Protective Order in the
9 format attached as Exhibit A hereto;

10 d. any trial or deposition witnesses, but only to the extent
11 reasonably deemed necessary by counsel for the prosecution, defense or settlement
12 of this action, provided that all individual identifier information and all individual
13 compensation and benefits information pertaining to putative class members other
14 than the named Plaintiffs is redacted before the document(s) or information
15 designated for "COUNSEL ONLY" is shared with the witness(es) and only if, prior
16 to any such dissemination, the witness(es) provide a written statement in the format
17 attached as Exhibit "A" hereto, that they agree to be bound by this Protective Order;

18 e. any person who was involved in the preparation of the document
19 or information;

20 f. any other person, entity, or firm with the prior written consent of
21 all Parties; or

22 g. any mediator selected by the parties.

23 4. The Parties shall also have the right to designate as
24 "CONFIDENTIAL" any information, documents, data, or other item relevant to
25 this litigation, including, without limitation, data or documents produced by a party
26 or third-party, answers to interrogatories, and any portion of deposition testimony
27 or other testimony by a witness. Such documents and data include, without
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1 limitation, policies, employment records, payroll records, financial/accounting
2 records of any Party, and time-keeping data.

3 5. Such documents or other tangible items must be designated by
4 conspicuously stamping the words "CONFIDENTIAL" on each page of the
5 designated material or by notifying the other Party in writing of the material to be
6 considered so designated. With regard to testimony, a Party must notify the other
7 parties of the portion(s) of the record to be designated "CONFIDENTIAL" on the
8 record at the deposition.

9 6. All information and documents designated as "CONFIDENTIAL"
10 shall be used only for the purposes of this action and shall not be used for any other
11 purpose except upon written consent of the designating party or order of the Court.
12 All information and documents designated as "CONFIDENTIAL" shall be held in
13 confidence and shall not be revealed, discussed, or disclosed in any manner, in any
14 form, to any person or entity other than:

15 a. the named Plaintiffs in this action, the undersigned counsel, and
16 attorneys from their respective law firms, in-house counsel for Defendant, and the
17 employees of any of the above counsel to whom it is necessary that the information
18 be disclosed for purposes of this litigation only;

19 b. the Court and its personnel;

20 c. any expert or consultant engaged by a Party for the purpose of
21 assisting in this litigation, provided, however, that such outside expert or consultant
22 agrees in writing to comply with the terms of this Protective Order in the format
23 attached as Exhibit A hereto;

24 d. any trial or deposition witnesses, but only to the extent
25 reasonably deemed necessary by counsel for the prosecution, defense or settlement
26 of this action and only if, prior to any such dissemination, the witness(es), other
27 than witnesses produced or identified by the Defendant, provide a written statement
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1 in the format attached as Exhibit "A" hereto, that they agree to be bound by this
2 Protective Order;

3 e. any person who was involved in the preparation of the document
4 or information; or

5 f. any other person, entity, or firm with the prior written consent of
6 all Parties, but only if that third party provides a written statement in the format
7 attached as Exhibit "A" hereto, that they agree to be bound by this Protective Order;
8 or

9 g. any mediator selected by the parties.

10 7. Any Party that provides information, documents or other discovery
11 obtained from any other Party in the course of this litigation designated as
12 "CONFIDENTIAL" to any person permitted under this Protective Order, including
13 the named Plaintiffs and witness(es), or any expert (other than the Court, court
14 personnel, and court reporters or any mediator selected by the parties) will ensure
15 that the receiving person is advised of this Protective Order and agrees to be bound
16 by it by obtaining a written statement in the format attached as Exhibit "A" hereto.

17 8. When any document or information designated "COUNSEL ONLY"
18 or "CONFIDENTIAL" or other pleadings or papers disclosing or referring to such
19 information are used in connection with any motion, hearing, filing or other
20 submission to the Court, those materials and papers, or any portion thereof that
21 discloses information designated as "COUNSEL ONLY" or "CONFIDENTIAL,"
22 the filing party must be submitted to the Court with an application under L.R. 79-5
23 to be filed under seal and/or the private information must be redacted after
24 consultation with the producing party concerning appropriate redactions. Even if
25 the filing party believes that the materials subject to this Protective Order are not
26 properly classified as confidential, the filing party shall comply with the
27 requirements of L.R. 79-5; provided, however, that the filing of the documents
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1 under L.R. 79-5 shall be without prejudice to the filing party's rights under ¶ 9 of
 2 the Protective Order. This Protective Order does not entitle the Parties to file any
 3 information under seal. The Central District of California's Local Rules, including
 4 L.R. 79, sets forth the procedures that must be followed and the standards that will
 5 be applied when a party seeks permission from the Court to file material under seal.

6 9. Nothing in this Protective Order shall preclude any Party from
 7 challenging a designation of "COUNSEL ONLY" or "CONFIDENTIAL" by
 8 another Party.

9 a. If any Party elects to challenge a designation of any data,
 10 document, interrogatory response, deposition testimony, or other information
 11 pursuant to this Order, that Party must provide at least ten (10) days advance
 12 written notice to afford the designating Party an opportunity to remove voluntarily
 13 such designation.

14 b. If, after the ten-day period has expired, the designating Party has
 15 not agreed to remove the designation and the Parties are otherwise unable to resolve
 16 the challenge to the designation after conferring in good faith in person or by
 17 phone, the challenging and designating Parties shall contact the Court, if allowed by
 18 the Court, for a determination of whether the challenged designation is appropriate.
 19 The designating Party shall provide the Court with one copy of the material
 20 challenged. If the designating party does not initiate a determination, as defined
 21 below, of the designation by the Court within ten (10) days after the ten-day period
 22 has expired, the documents, deposition testimony, or other information at issue will
 23 lose the designation of "COUNSEL ONLY" or "CONFIDENTIAL." The
 24 designating party must initiate determination of the designation by the Court by
 25 following the procedures: (1) calling the Magistrate Judge's clerk and requesting a
 26 telephonic or in-person hearing, and, if requested by the Magistrate Judge; (2)
 27 sending a letter to the challenging party under Central District Local Rule 37-1,
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1 followed by a conference of counsel under L.R. 37-1 and the designating party
 2 sending that party's portion of a joint stipulation under L.R. 37-2 to the challenging
 3 party within ten (10) days after the conference of counsel.

4 c. If a Party challenges a designation of "COUNSEL ONLY" or
 5 "CONFIDENTIAL" to the Court, the material is to be treated as "COUNSEL
 6 ONLY" or "CONFIDENTIAL" until such time as the Court has ruled on the
 7 challenge, at which time the "COUNSEL ONLY" or "CONFIDENTIAL"
 8 designation will be removed only if the Court so orders.

9 10. In addition to the obligations of the Parties and their counsel to ensure
 10 compliance with this Protective Order by third parties who execute Exhibit A
 11 hereto, nothing in this Protective Order shall preclude any Party from seeking from
 12 the Court an Order binding third parties to abide by this Protective Order.

13 11. Within sixty (60) days after the close of this litigation for any reason,
 14 each Party and its counsel shall retrieve all copies of materials designated
 15 "COUNSEL ONLY" or "CONFIDENTIAL" from his and/or its own files, and
 16 from experts or other persons to whom he or it has provided such materials, and
 17 shall do one of the following: (1) return to the designating Party all such materials,
 18 including all copies thereof, produced by such designating Party during this action,
 19 however, if counsel for either party is legally and/or ethically obligated to produce,
 20 review and/or rely on "COUNSEL ONLY" or "CONFIDENTIAL" information and
 21 documents, counsel for the producing party shall provide such necessary
 22 "COUNSEL ONLY" or "CONFIDENTIAL" information and documents within 21
 23 calendar days of the written request; or (2) certify in writing to the designating
 24 Party that all materials designated "COUNSEL ONLY" or "CONFIDENTIAL"
 25 produced by such other Party during this action have been destroyed, however, if
 26 counsel for either party is legally and/or ethically obligated to produce, review
 27 and/or rely on "COUNSEL ONLY" or "CONFIDENTIAL" information and
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1 documents, counsel for the producing party shall provide such necessary
2 “COUNSEL ONLY” or “CONFIDENTIAL” information and documents within 21
3 calendar days of the written request. In addition to these obligations, within forty-
4 five (45) days after the completion of the mediation, if any, Plaintiffs’ counsel shall
5 retrieve from their files and from all experts they have retained all copies of data
6 and spreadsheets provided by Defendant to Plaintiffs’ counsel for purposes of
7 mediation, as well as all other compilations, lists or summaries of those materials,
8 and shall return all such materials to Defendant or certify in writing to Defendant
9 that all such materials have been destroyed, which shall include completely erasing
10 all copies of the materials from computer databanks, hard drives, external drives,
11 and disks.

12 12. To the extent that any information and documents designated as
13 “COUNSEL ONLY” or “CONFIDENTIAL” are produced by a Party in connection
14 with any mediation in this action, the receiving counsel shall not forward any
15 electronic copies or hard copies of such documents to anyone else, other than
16 experts, and shall return such documents and all copies thereof immediately upon
17 the conclusion of the mediation or after the dismissal of certain claims and shall not
18 retain any copies, summaries, or electronic images of such documents.
19 Notwithstanding the foregoing, the Parties may mutually agree to extend the time
20 for the return of such documents to facilitate continued settlement discussions, if
21 any. The named Plaintiffs may review the hard copy or electronic information
22 provided by a Party in connection with mediation or in connection with the
23 dismissal of certain claims, but may not independently receive copies of such
24 information.

25 13. Nothing herein contained shall be construed to preclude or limit any
26 Party from opposing any discovery on any grounds that would otherwise be
27 available. This Protective Order shall not, in and of itself, prejudice any contention
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1 of any Party upon any motion, nor shall this Protective Order constitute a waiver of
2 any right to seek relief from the Court from any and all of the provisions hereof or
3 other modifications of the terms hereof. This Protective Order shall not limit any
4 Party's right to seek judicial review or to seek further and additional protection
5 against or limitation upon production or dissemination of information and
6 documents or their contents.

7 14. Nothing herein shall be construed to preclude or limit the presence of
8 any individual at any hearings in, or the trial of, this action.

9 15. Inadvertent failure to designate material as "COUNSEL ONLY" or
10 "CONFIDENTIAL" shall not be construed as a waiver, in whole or in part, and
11 may be corrected by the producing party by written notification to the recipient
12 promptly upon discovery of the failure to designate.

13 16. Nothing in this Protective Order shall be deemed to be a limit or
14 waiver of the attorney-client privilege, the work product doctrine, or any other
15 relevant privilege. Further, inadvertent production of privileged information shall
16 not waive the privilege. If privileged information is inadvertently produced, the
17 recipient agrees that, upon written request from the producing party, it shall
18 promptly return all copies of documents and/or electronic media provided
19 containing the privileged information, and make no use of the privileged
20 information.

21 17. In the event that any Party or their counsel obtains information from a
22 third party that the Party believes in good faith to be confidential, the Party may
23 designate such information "COUNSEL ONLY" or "CONFIDENTIAL" pursuant
24 to this Protective Order and it shall be treated as such in accordance with the
25 Protective Order.

26 18. Upon the final resolution of this litigation, the provisions of this
27 Protective Order shall continue to be binding. The Court will expressly retain
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1 jurisdiction over this action for enforcement of the provisions of this Protective
2 Order following the final resolution of this litigation.

3 19. This Protective Order is binding on all Parties to this action and on all
4 third parties who have been served with a copy of this Protective Order, and shall
5 remain in force and effect until modified, superseded, or terminated by consent of
6 the Parties or by Order of the Court.

7 **IT IS SO ORDERED.**

8 Dated: June 23, 2014

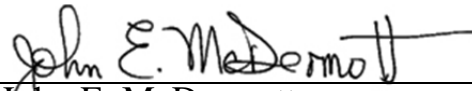
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11 John E. McDermott
12 United States Magistrate Judge
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EXHIBIT A**AGREEMENT CONCERNING INFORMATION
COVERED BY A STIPULATED PROTECTIVE ORDER**

The undersigned hereby acknowledges that he/she has read the Stipulated Protective Order Regarding Confidentiality Of Discovery Material ("Protective Order") in *Luis E. Gaytan, et al. v. Bimbo Bakeries USA, Inc.*, Civil Action No. CV 13-8471 MWF (JEMx), and understands their terms, agrees to be bound by each of those terms, and agrees to subject himself/herself personally to the jurisdiction of the United States District Court for the Central District of California for the purpose of enforcing their terms. Specifically, and without limitation upon such terms, the undersigned agrees not to use or disclose any information designated as Counsel Only or Confidential made available to him/her other than in accordance with the Protective Order.

Dated: _____

By: _____

(Type or print name of individual)

Of: _____
Name of Employer